

M E M O R A N D U M

August 24, 1976

TO: Norman Christeller, President, County Council

FROM: Ronald G. Lloyd, *RM* Personnel Director

SUBJECT: Suggested Changes to Bill No. 11-76  
Employer/Employee Relations Legislation

After review of the testimony presented at the public hearing held on July 14, 1976, the following suggested changes to Bill No. 11-76 are offered for your consideration.

Section 33-63. Definitions.Line NumberRecommendation

b. "Confidential employee"

30

Add: "...official / OR AN EMPLOYEE WHO ASSISTS THOSE COUNTY OFFICIALS WHO FORMULATE AND IMPLEMENT POLICIES CONCERNING EMPLOYER/EMPLOYEE RELATIONS."

d. "Employee"

35-39

Substitute definition as follows: A COUNTY MERIT SYSTEM EMPLOYEE WORKING ON A CONTINUOUS FULL-TIME, CAREER OR PART-TIME, CAREER BASIS. THE TERM "EMPLOYEE", FOR PURPOSES OF THIS CHAPTER, DOES NOT INCLUDE SUPERVISORY, CONFIDENTIAL, MANAGEMENT-LEVEL, OR NON-MERIT EMPLOYEES.

g. "Management-level Employee"

57-59

Substitute definition as follows: ANY MERIT OR NON-MERIT EMPLOYEE WHOSE PRIMARY DUTY CONSISTS OF WORK DIRECTLY RELATED TO THE DETERMINATION AND IMPLEMENTATION OF GOVERNMENTAL POLICIES OR GENERAL GOVERNMENTAL OPERATIONS AND WHO CUSTOMARILY AND REGULARLY EXERCISES DISCRETION AND INDEPENDENT JUDGMENT IN THE PERFORMANCE OF SUCH DUTIES.

Section 33-65. Determination of employee units.Line NumberRecommendation

103

Substitute THE PERSONNEL DIRECTOR for /the Chief Administrative Officer/ and eliminate the word /final.

Section 33-65. Determination of employee units. (continued)

<u>Line Number</u>	<u>Recommendation</u>
106	Substitute PERSONNEL DIRECTOR for <u>/Chief Administrative Officer/</u> .
108	Add the sentence: IN CASES WHERE THE MATTER OF UNIT DETERMINATION IS QUESTIONED, THE DECISION OF THE CHIEF ADMINISTRATIVE OFFICER MAY BE SUBJECT TO REVIEW BY THE COUNTY PERSONNEL BOARD, WHOSE DECISION WILL BE FINAL.
122	Add new language: THE PROVISIONS OF THIS SECTION SHALL NOT PRECLUDE THE ESTABLISHMENT OF ONE UNIT TO REPRESENT ALL ELIGIBLE EMPLOYEES. THE NUMBER OF UNITS CERTIFIED SHALL NOT BE GREATER THAN FIVE.
127	Substitute the word CORPORAL in lieu of <u>/sergeant/</u> .
128	Delete.
129	Delete.

Section 33-66. Procedures for certification of employee organizations.

<u>Line Number</u>	<u>Recommendation</u>
148	d. New language: ELECTIONS WILL BE CONDUCTED BY THE PERSONNEL OFFICE WHICH MAY USE THE SERVICES OF THE MARYLAND STATE DEPARTMENT OF LABOR AND INDUSTRY OR ANY OTHER THIRD PARTY HAVING SIMILAR QUALIFICATIONS.
179	New Paragraph J. THE COUNTY MAY, AFTER DISCUSSIONS WITH AN EMPLOYEE ORGANIZATION AND ON RECEIPT OF WRITTEN AUTHORIZATION FROM EACH EMPLOYEE, PROVIDE FOR THE DEDUCTION FROM THE PAY OF SUCH EMPLOYEE MONIES IN PAYMENT OF MEMBERSHIP DUES IN A DULY CERTIFIED EMPLOYEE ORGANIZATION. SUCH DEDUCTION SHALL NOT BE OBLIGATORY.

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Section 33-69. County-employee organization meetings and  
discussions.

<u>Line Number</u>	<u>Recommendation</u>
209	Strike <u>/Once every two years/</u> and substitute TWO TIMES ANNUALLY.

